

Diversity Case Study

Executive-Level/Future Leadership Talent Pipelining



KEY POINTS:

- A multinational Pharmaceutical & Life Sciences business, sought our help in building an external pipeline of global diverse talent for key leadership positions across commercial and operational roles in EMEA, China, and the US.
- Our Research & Insight Practice produced a Talent Pipeline across each geography from within a pre-agreed target list of companies.
- A list of qualified and interested candidates was presented to our client on budget and on time.



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CHALLENGE:

- Our client, a multinational Pharmaceutical & Life Sciences business, sought our help in building an external pipeline of global diverse talent for key leadership positions across commercial and operational roles in Germany, US, Mexico, Brazil, China, and India
- In terms of gender diversity, our client was relatively balanced with 40% of their global workforce being women. However, within different regions and functions the percentages varied. This needed to be addressed.

SOLUTION:

- In conjunction with our client, we compiled a list of target companies. This would focus our research and mapping efforts. Our aim was to identify talent that was not just diverse but also had strong leadership capabilities thus building a 'bench' of future leaders.
- We conducted a 'deep dive' with specific candidates our client deemed to be of most interest. During this process of engagement we outlined our client's vision and strategy, their culture, and why we were interested in them.
- We shared insight on market intelligence gleaned during our research activities including compensation, how our client was perceived by talent, and the availability of 'diverse' candidates.

OUTCOME:

- A portfolio of qualified and interested candidates was presented to our client. Data points included CVs, compensation, notice periods, and availability. We also outlined our thoughts on their future suitability for our client.
- A formal hand-over was arranged to deliver the final Portfolio/Pipeline – this included contact details of each candidate and specific guidance to the client's in-house HR/Talent team on the best approach to engage and maintain contact with each candidate.